

CLAIMS

We claim:

- 5 1. A method of matching the valuation of individuals to valuation requirements, comprising the steps of:
 - a. generating at least one individual valuation profile;
 - b. aggregating said at least one individual valuation profile;
 - c. establishing minimum valuation requirements;
 - 10 d. generating filtering parameters corresponding to said minimum valuation requirements;
 - e. matching said at least one individual valuation profile to said minimum valuation requirements;
 - f. aggregating individual valuation profiles having at least said minimum
15 valuation requirements.
2. The method of matching the valuation of individuals to valuation requirements as described in claim 1, wherein said step of generating filtering parameters
20 corresponding to said minimum valuation requirements comprises generating filtering parameters from the group consisting of a profile status parameter, a position level parameter, a location parameter, an availability parameter, a travel parameter, a certifications parameter, an education parameter, a compensation parameter, and a required skills parameter.
- 25 3. The method of matching the valuation of individuals to valuation requirements as described in claim 2, wherein generating said required skills parameter comprises selecting a subcategory of skills from a skill library.
- 30 4. The method of matching the valuation of individuals to valuation requirements as described in claim 2, further comprising the step of adjusting filtering parameters.

5. The method of matching the valuation of individuals to valuation requirements as described in claim 4, wherein said step of adjusting filtering parameters comprises:

- a. inputting a latest start date; and
- b. inputting a duration of time after said latest start date.

6. The method of matching the valuation of individuals to valuation requirements as described in claim 4, wherein adjusting filtering parameters comprises inputting a maximum travel percentage.

7. The method of matching the valuation of individuals to valuation requirements as described in claim 4, wherein adjusting filtering parameters comprises:

- a. inputting a maximum annual compensation amount; and
- b. inputting a percentage greater than said maximum annual compensation amount.

8. The method of matching the valuation of individuals to valuation requirements as described in claim 4, wherein adjusting filtering parameters comprises inputting minimum skill valuation requirements against said subcategory of skills from said skill library.

9. The method of matching the valuation of individuals to valuation requirements as described in claim 4, further comprising the step of refiltering said at least one individual valuation profile.

10. The method of matching the valuation of individuals to valuation requirements as described in claim 1, further comprising the step of scoring filtered individual profiles using individual valuation profile score elements.

11. The method of matching the valuation of individuals to valuation requirements as described in claim 10, wherein individual valuation profile score elements are selected from the group consisting of required skill experience, desired skill experience, required skill level, desired skill level, required skill currency, desired skill currency, desired education, and desired certifications.
12. The method of matching the valuation of individuals to valuation requirements as described in claim 10, further comprising the step of adjusting score calculation parameters.
13. The method of matching the valuation of individuals to valuation requirements as described in claim 12, wherein said step of adjusting score calculation parameters comprises adjusting scoring parameters selected from the group consisting of excess skill experience cap, excess skill experience score, excess skill level score, current skill score, excess education score, non-current skill score, desired skills score, and desired certifications score.
14. The method of matching the valuation of individuals to valuation requirements as described in claim 12, further comprising the step of setting breakpoints in said score calculation parameters.
15. The method of matching the valuation of individuals to valuation requirements as described in claim 14, further comprising the step of weighting said score calculation parameters.
16. The method of matching the valuation of individuals to valuation requirements as described in claim 15, further comprising the step of rescoreing said filtered individual profiles based upon adjusted score calculation parameters.

17. The method of matching the valuation of individuals to valuation requirements as described in claim 10, further comprising the step of assigning importance to said individual valuation profile score elements.

5 18. The method of matching the valuation of individuals to valuation requirements as described in claim 17, further comprising the step of triggering a dialog function.

19. An apparatus to match the valuation of an individual to valuation requirements, comprising:

- 10 a. at least one individual valuation profile;
- b. an individual valuation profile aggregation element;
- c. an individual valuation profile filter element having adjustable filtering parameters;
- d. a minimum valuation requirements match element; and
- 15 e. a matched individual valuation profile aggregation element.

20. The apparatus to match the valuation of an individual to valuation requirements as described in claim 19, wherein said adjustable filtering parameters are selected from the group consisting of a profile status parameter, a position level parameter, a location parameter, an availability parameter, a travel parameter, a certifications parameter, an education parameter, a compensation parameter, and a required skills parameter.

21. The apparatus to match the valuation of an individual to valuation requirements as described in claim 19, further comprising individual valuation profile score elements, whereby matched individual valuation profiles are ranked.

22. The apparatus to match the valuation of an individual to valuation requirements as described in claim 21, wherein said individual valuation profile score elements are selected from the group consisting of required skill experience, desired skill

experience, required skill level, desired skill level, required skill currency, desired skill currency, desired education, and desired certifications.

23. The apparatus to match the valuation of an individual to valuation requirements as described in claim 21, further comprising importance functions assignable to said individual valuation profile score elements.

24. The apparatus to match the valuation of an individual to valuation requirements as described in claim 23, further comprising a dialog function.